

**National Veterans' Technical Assistance Center (NVTAC)**  
**Homeless Veterans' Reintegration Program (HVRP) Community of Practice (CoP)**  
**Registered Apprenticeship Overview**  
**Thursday, January 29, 2026, 3:00 p.m. – 4:00 p.m. ET**

**NVTAC Staff**

Jennifer Steigerwald, Program Manager  
Miranda Moffat, NVTAC Outreach Coach  
Colleen Beck, NVTAC Senior Analyst

**Guest Presenter Staff**

**Hughes McLean**, Program Analyst and Military Veteran Liaison, U.S. Department of Labor's Office of Apprenticeship

**Key Points**

- **Introduction**
  - This session provided an overview of Registered Apprenticeship (RA) programs from Hughes McLean of the Office of Apprenticeship.
- **Registered Apprenticeship**
  - RA is a high-quality career pathway driven by the needs of industries and employers.
  - Apprentices are offered paid work experience, mentorship, progressive wage increases, classroom instruction, and a portable, nationally recognized credential.
  - Apprenticeship has been a proven workforce solution for nearly 90 years, initially focused on traditional trades like electrician and plumbing but expanding into non-traditional industries due to its flexibility and collaboration among stakeholders.
- **Growth in Apprenticeship**
  - In the last five years, more than 530,000 participants completed programs, with 19,000 new programs created recently.
  - In the last fifteen years, an increase in federal funding has expanded possibilities and the number of industries and employers with RA, including Microsoft, Amazon, and Tesla, reflecting ongoing growth and diversification.
  - RA has expanded from traditional industries like construction to education, energy, financial services, and Artificial Intelligence (AI).
- **Benefits of RA Programs**
  - Registering apprenticeship programs provides access to a nationwide network, no-cost support, funding opportunities through state and federal agencies, and apprentices with nationally portable credentials.
- **Benefits of RA for Employers**
  - Employers benefit from RA by developing a skilled workforce, increasing safety to reduce liability costs, improving staff retention, accessing funding and tax

credits, providing employee tuition benefits, and using apprenticeship programs for onboarding or upskilling employees, including in emerging fields like AI.

- **Benefits of RA for Career Seekers**
  - Apprentices earn wages while learning, avoid student debt, gain skills for the workplace through combined classroom and on-the-job training, and receive nationally recognized credentials.
  - RA offers clear expectations, structure, mentorship, and community similar to military culture, making it an attractive option for veterans.
- **Benefits of RA for Higher Education**
  - Educational institutions gain additional revenue, fulfill their mission by preparing students for employment, provide classroom instruction complementing on-the-job learning, strengthen employer connections, and may access state and federal tax credits.
- **RA System**
  - Some state RA programs are overseen by the Office of Apprenticeship, while others have their own recognized state apprenticeship agencies.
  - There are RA experts in every state who are available to assist organizations interested in developing RA programs.
- **Five Components of RA**
  - Industry Led: programs are vetted to align with industry standards and in-demand occupations
  - Paid Job: RAs are jobs on day one, offering progressive wage increases to match skill and productivity increases
  - Structured On-the-Job Learning: instruction and mentorship
  - Supplemental Education: classroom learning based on employers' training needs
  - Credentials: portable, nationally recognized credentials in the industry
- **Types of Apprenticeship**
  - Training approaches can be time-based, competency-based, or hybrid, offering customization to meet employer needs.
- **How it Works**
  - To start an RA program:
    - Explore: consider possibilities, benefits, problems, and current industry needs
    - Build: identify available options and tools
    - Partner: find others to work with (apprenticeship representatives, workforce organizations)
    - Register: register the RA to access funding, tax credits, and technical assistance
    - Launch: recruit apprentices, track and share success
  - Organizations can create a program around an occupation in high demand or join an existing program and leverage an intermediary.

- **Apprenticeship.gov Overview**
  - Apprenticeship.gov is a one-stop shop for apprenticeship stakeholders. You can use it to identify if an occupation is recognized, look for a RA in your area, or just learn about apprenticeship.
- **RA Academy**
  - Once an organization has a registered program, they can access no-cost technical assistance through the Registered Apprenticeship Academy.
  - This resource is accessible to sponsors, apprentices, DOL investment partners, and more.
- **RA Industry Intermediaries**
  - Industry intermediaries are organizations that are very familiar in certain industries and help to facilitate the development of national and state-level programs.
- **Funding RA through the Workforce Innovation and Opportunity Act (WIOA)**
  - The workforce system supports the components of RA programs through WIOA funds, which can support on-the-job training (OJT), related training and instruction, and supportive services.
- **National Apprenticeship Week**
  - National Apprenticeship Week provides opportunities to promote and celebrate apprenticeship successes.
  - This year, it is April 26 – May 2, 2026.
- **How to Get Involved**
  - Spread the word about the value of registered apprenticeship.
  - Find or host an event.
  - Share what your organization is going to do this year with registered apprenticeship.
  - Share event highlights.
- **Key Executive Orders**
  - Recent executive orders have focused on utilizing RA as the model to improve certain areas of the workforce on a country level.
  - There is special emphasis on expanding apprenticeship programs in high-paying skilled trades, AI, education, maritime, and nuclear industries, indicating strong federal support for growth.

## Discussion/Question and Answer (Q&A)

**Attendee Question:** Do you have downloadable content on RA on your website?

**Presenter Response:** Yes, there are flyers and other resources available on Apprenticeship.gov. Click on the Employers tab, then Explore Apprenticeship, and there is a fact sheet.

**Attendee Question:** What is the difference between a sponsor and an employer?

**Presenter Response:** They can be interchangeable. The sponsor is the person who liaises with the registration agency. The sponsor, and that could also be the employer, or in the case of like a union, the union serves as the sponsor and then they work with the employers.

**Attendee Question:** Could you expand on using the GI Bill or WIOA for housing and related instruction?

**Presenter Response:** This would happen at the state level with the state workforce agency. Once you get the program approved for a GI bill, then the veteran would receive that monthly housing allowance, given that they have eligibility left for their GI Bill. You get the program registered and then you get it approved through your state approving agency, and the registration agency can help you with this process to get it approved for GI Bill.

**Attendee Question:** If a veteran uses the GI Bill, do the employees' wages get reduced?

**Presenter Response:** No, when the veteran apprentice uses the GI Bill, they get their same paycheck just like every other person in the apprenticeship program would get.

## **Conclusion**

Registered Apprenticeship programs are a pathway to high-quality career outcomes for apprentices, a way for employers to meet their skill needs by training workers according to current demands, and a method for the economy to prepare workers for high-demand industries. To learn more about apprenticeship opportunities, key players, and benefits, visit [Apprenticeship.gov](https://apprenticeship.gov).

*You can review the presentation here: [NVTAC January 2026 HVRP CoP](#)*